Classified Professional Day Survey 2021
Executive Summary

GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Office of Research, Planning, and Institutional Effectiveness
May 3, 2021

Demographics and participation rate

Nearly half (49%) of the respondents work at Grossmont College, while almost a third (30%) are from Cuyamaca College. The remaining 21% are from the District Services. There were a total of 95 employees who participated in at least one CPD session and out of this group 63 responded to the survey (66% response rate).

Feedback on CPD registration process and schedule

Overall, 65-76% of respondents felt that the various aspects of CPD registration process and schedule were 'above average/excellent.'

CPD session attendance

Respondents reported attending the following sessions, ordered based on the most to least frequently reported attendance: Kick-off session (20%); Building Trust (19.2%); Drive-through swag distribution (17.0%) Conflict Resolution (17.0%); Anti-Racism (16.6%); Career Panel (10.2%).

Satisfaction with the workshops

Overall, the vast majority (91-100%) of respondents were 'satisfied/very satisfied' with each of the five CPD workshops. Please note that respondents that reported 'N/A' were excluded from the analysis here.

Whether respondents learned something valuable in the session

Overall, the majority (86-95%) of respondents 'agree/strongly agree' that they learned something valuable in each of the five CPD workshops. Please note that respondents that reported 'N/A' were excluded from the analysis here.

Favorite and least favorite session

Respondents reported their favorite session as the following: Building Trust (25.5%); Conflict Resolution (23.6%); Anti-Racism (18.2%); Kick-off session (18.2%); Career Panel (14.6%).

Respondents reported their least favorite session as the following: Anti-Racism (31.6%); Conflict Resolution (21.1%); Kick-off session (21.1%); Building Trust (15.8%); Career Panel (10.5%).

Overall evaluation of CPD 2021

Approaching two-thirds (61%) of respondents felt that CPD 2021 was 'above average/excellent'; close to a third (31%) felt that the event was 'average'; only 7% felt that the event was 'below average/poor.'

Also, the vast majority (89-94%) of respondents 'agree/strongly agree' that CPD 2021 met their expectations, the knowledge learned at CPD is applicable, the content is relevant to their job, and that participation and interaction were encouraged. About three-fourths (76%) of respondents 'agree/strongly agree' that adequate time was provided for questions and discussion.

About next year's CPD

Approaching three-fourths (71%) of respondents reported that they are interested in online sessions next year.

Also, approaching two-thirds (64%) of respondents indicated that they prefer the sessions to be offered throughout the week instead of sessions offered in one day.

Useful aspects of CPD – open ended

When asked what aspects of CPD were particularly useful, respondents' feedback could be grouped into the following themes: (1) The flexibility to choose different topics/sessions/timing; (2) Breakout sessions; (3) The interactions with peers, and the opportunity to voice opinions; (4) The value of topics/content/resource offered (5) The virtual format.

Improving CPD – open-ended

When asked how CPD could be improved, respondents' feedback could be grouped into the following themes: (1) Be more fun, be more about appreciation; (2) Face-to-face meeting; (3) More options on the topics and sessions; (4) Better technology/access to technology (5) Changing the topic, design, format, or timing of CPD.

(1) Be more fun, be more about appreciation – Respondents would like to see fun, light-hearted topics.
(2) Face-to-face meeting – Some respondents prefer to have face-to-face events.
(3) More options on the topics and sessions – Respondents reported wanting more variety of topics to choose from.
(4) Better technology/access to technology – Certain respondents reported lacking the tools/software/hardware to participate in a virtual meeting.
(5) Changing the topic, design, format, or timing of CPD – Respondents would like to see different ways to participate besides group discussions; some mentioned that they wish to have a better sign-up process; some mentioned wanting better speakers.

Future CPD topics – open-ended

When asked what topics they would like to see covered in future CPDs, respondents' feedback could largely be grouped into the following themes: (1) Diversity, equity, and inclusion; (2) Benefits and well-being; (3) Recreational and fun activities; (4) skill and process improvement.

(1) Diversity, equity, and inclusion – Respondents would like to see DEI-related topics such as anti-racism, gender equity, and anti-bullying covered.
(2) Benefits and well-being – Respondents would like to see topics related to benefits workshop, health, and safety, stress reduction, and work-life balance.
(3) Recreational and fun activities – Respondents reported wanting topics related to arts and crafts, music and trivia, and fun activities.
(4) Skills and process improvement - Respondents reported wanting topics related to improving their management skills, communications skills, and other skill-based training.

Reasons why respondents were unable to attend CPD – open-ended

When asked why respondents weren't able to participate in CPD, their feedback could be grouped into the following themes: (1) Vacation/time-off; (2) Obligations at work; (3) Not interested; (4) Technical difficulties registering for the event (5) Issues related to the topic, design or format of the event.